# Kirkoswald C of E School

# Anti-bullying policy

| Issue No | Author | Date written | Date approved | Review date | Authorised name | Position | Authorised signature |
|---|---|---|---|---|---|---|---|
| 1 | Governing Board | 2008 | September 2014 | September 2016 | M. M. Bowman | Chair | M.M. Bowman |
| 2 | Governing Board | | November 2016 | November 2018 | M. M. Bowman | Chair | M.M. Bowman |
| 3 | Governing Board | | 17 May 2021 | February 2023 | M. M. Bowman | Chair | M.M. Bowman |
| 4 | Governing Board | | 8 February 2023 | 8 February 2025 | A Farish | Vice Chair | A Farish |
| 5 | Governing Board | | 26/2/25 | February 2027 | A Farish | Chair | A Farish |

# Kirkoswald Church of England

## Whole School Anti-Bullying Policy

The aim of our anti-bullying policy is to ensure that pupils learn in a supportive, caring, and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to benefit fully from the opportunities available at school. All members of the school have a responsibility to recognise bullying when it occurs and to take appropriate action in accordance with the school policy.

**Aims:**

1. To ensure that all children are able to come to school free from the behaviours described below.
2. To make clear to parents that bullying is not tolerated in any form.
3. To give children strategies for dealing and managing difficult behaviour from other pupils including bullying.
4. To ensure that everyone in the school community understand what bullying is and what it isn't.
5. To have procedures that are clear, sufficiently detailed and relevant to tackling effectively bullying behaviour.

Staff must be vigilant in looking out for signs of bullying, which can be physical, emotional or behavioural. Staff must act promptly and firmly against it in accordance with school policy.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Physical signs may be visible such as unexplained bruises, scratches, cuts, missing belongings, damaged clothes, or schoolwork, loss of appetite, stomach aches, headaches, bedwetting.

Pupils must be encouraged to report bullying in schools.

**What is Bullying**
In order to deal with bullying successfully it is important that all staff, pupils and parents share an understanding of what we mean by bullying. The Anti-Bullying Alliance and its members have a shared definition of bullying based on research from across the world over the last 30 years:

**"The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online" (Our definition of bullying (anti-bullyingalliance.org.uk)**

**Physical and emotional:** Bullying can include physical and emotional abuse such as name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, peer isolation (e.g. excluding people from groups) and spreading hurtful and untruthful rumours.

**Online bullying:** The same unacceptable behaviours can be expressed online; this is sometimes called online bullying or cyberbullying. Specifically this can include sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.

All forms of bullying can cause severe and adverse effects on children's emotional development. We take all forms of bullying seriously.
Bullying is recognised as being a form of child -on- child abuse; children can abuse other children. Abuse is abuse and it should never be tolerated or passed off as "banter", "just having a laugh" or "part of growing up".

Bullying can happen to anyone. This policy covers all types and forms of bullying including but not limited to:

• Bullying related to protected characteristics
• Bullying related to physical appearance
• Bullying of young carers, children in care or otherwise related to home circumstances
• Bullying related to physical/mental health conditions
• Physical bullying
• Emotional bullying
• Sexualised bullying/harassment
• Bullying via technology, known as online bullying or cyberbullying
• Prejudiced-based and discriminatory bullying (against people/pupils with protected characteristics) which may include:
- Bullying related to race, religion, faith and belief and for those without faith
- Bullying related to ethnicity, nationality or culture
- Bullying related to Special Educational Needs or Disability (SEND)
- Bullying related to sexual orientation (homophobic/biphobic bullying)
- Gender based bullying, including transphobic bullying
- Bullying against teenage parents (pregnancy and maternity under the Equality Act).

**Vulnerable Groups**
We recognise that some groups of pupils may be more vulnerable to bullying, including:
• Looked After Children
• Children having caring responsibilities
• Gypsy, Roma and Traveller children
• Children with Special Educational Needs or Disabilities (SEND)
• Children from ethnic minorities
• Children entitled to Free School Meals
• Children for whom English is an Additional Language
• Children who are perceived to be gay, lesbian, bisexual or transsexual
• Those suffering from health problems, including mental health

**Statutory duty of schools**
Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents, and pupils. Preventing and raising awareness of bullying is essential in keeping incidents in our school to a minimum. Through assemblies, as well as PSHE lessons, pupils are given regular opportunities to discuss what bullying is, as well as incidents we would not describe as bullying, such as two friends falling out, or a one-off argument. An annual 'Anti-bullying Week' is held to further raise awareness.
E-safety is an important part of the Curriculum and information for parents is included in newsletters and on the school's website. As well as the E-safety aspect of the computing curriculum, regular opportunities are taken to remind children of keeping safe online practices. Pupils are taught to tell an adult in school if they are concerned that someone is being bullied.

**Implementation**
**School**
The following steps may be taken when dealing with incidents:
  ➢ if bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
  ➢ a clear account of the incident will be recorded in the school's central conversation log and given to the headteacher
  ➢ the headteacher will interview all concerned and record any further findings in the school's central conversation log (CPOMS)
  ➢ parents will be kept informed

> ➤ sanctions will be used as appropriate and in consultation with all parties concerned
> ➤

**Pupils**

Pupils who have **been** bullied will be supported by:
> ➤ offering an immediate opportunity to discuss the experience with a member of staff of their choice
> ➤ reassuring the pupil
> ➤ offering continuous support
> ➤ restoring self-esteem and confidence

Pupils who **have** bullied will be helped by:
> ➤ discussing what happened
> ➤ discovering why the pupil became involved
> ➤ establishing the wrong doing and need to change
> ➤ informing parents or guardians to help change the attitude of the pupil
> ➤ having the opportunity with staff to explore restorative practice, focusing on repairing the harm that has been done.

The following disciplinary steps/sanctions can be implemented in line with the school behaviour policy:
> ➤ official warnings to cease offending
> ➤ missing playtimes
> ➤ removal of privileges

In extreme or repeated cases:
> ➤ exclusion from certain areas of school premises
> ➤ minor fixed-term exclusion
> ➤ major fixed-term exclusion
> ➤ permanent exclusion


**Supporting children who may have been bystanders**
We recognise that for children who are bullying they can often be unintentionally influenced by others. Often children who bully have been victims of bullying, are trying to impress their peers or maintain others' expectations of them and this can be a really difficult for a child to navigate even if they want to change their behaviour. Often other children will see the bullying but feel powerless to make it stop through fear of backlash or being singled out. As part of our preventative and restorative measures, we also discuss the role of bystanders and what they can do to report bullying behaviour they have seen, whilst also securing their anonymity if this is a primary concern.

Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Early Help or support through the Children and Young People's Mental Health Service (CAMHS).

**Monitoring, evaluation and review**
The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

# Kirkoswald Church of England School

## Anti-Bullying Policy

I acknowledge that I have read and understood the Kirkoswald Church of England School Anti-Bullying Policy and its associated procedures.

| Name | Signature | Date |
|---|---|---|
| Leigh Andrews | | |
| Gayle Crollman | | |
| Jill Thomspon | | |
| Lindsay Little | | |
| Catherine Reding | | |
| Martin Jervis | | |
| Liz Henderson | | |
| Dawn Smart | | |
| Danielle Stoyanov | | |
| Alison Birtle | | |
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